



**Lyon
County
Education
Association**

Steve Fargan

President

Val Friskey

Vice President

Dick Mesna

Treasurer

Jane Claar

Secretary

Email:

lcea@lcea-nv.org

Web Site:

<http://www.lcea-nv.org>

*The LCEA Newsletter
is published monthly.*

The Tutorial Enterprise

Featured in this issue:

**Pages 2-4 - The Lyon County
Education Association Defends
Its Members' Rights from
Harmful Actions Taken By the
Lyon County School District**



Visit the NEA Member Benefits Website

To find out more about Insurance Programs, Financial Services, Member Discounts, Tools and Tips, Free Giveaways, and Featured Offers click on the links at the NEA Member Benefits Website:

<http://www.neamb.com/>



**Login and use your NSEA Access membership
card for members' only discounts at:**

<http://www.memberweb.com/memberweb/NewLogin.asp>

The Lyon County Education Association Defends Its Members' Rights from Harmful Actions Taken By the Lyon County School District

Could you imagine a thief taking money out of your wallet right in front of a police officer? They know what they are doing is wrong and they know that they are going to get caught. On payday, September 18, 2009, the Lyon County School District violated our negotiated agreement as well as Nevada law when they unilaterally withheld step increases as well as educational advancements on our salary schedule. Because of this many of our members have less money in their wallets.

Violations of the Negotiated Agreement

The Lyon County School District has violated at least two articles of the Professional Negotiation Agreement Between Lyon County School District and the Lyon County Education Association. One is Article XXI, Salary Schedule. Here is one specific area:

.2 EDUCATIONAL ADVANCEMENTS

21-2-1 Salary adjustments for additional credits are made annually. Official sealed transcripts from accredited institutions and official notices of completion of District approved workshop/in-service classes completed on or before May 30th of the current year must be submitted by June 30th of the current year to be counted toward salary adjustment for the upcoming school year. Coursework completed after May 30th through September 1st must be received by September 15th of the current year.

APPROVED 2005

Another is Article XXIII, Terms of Agreement. Here is one specific area:

23-1-1 This agreement shall become effective July 1, 2007 upon acceptance by the School District and the Association and shall remain in effect through June 30, 2009, and will continue in full force and effect for an additional period of two (2) years unless negotiated amendments, changes, or modifications are ratified by both the District and the Association, providing the Association continues to meet the requirements specified by Chapter 288, Nevada revised Statutes.

*REVISED 2001
REVISED 2005
REVISED 2007*

This last area is commonly referred to as an "Evergreen Clause" which means that our entire current negotiated agreement remains in place until a new agreement is reached and ratified by both parties.

(Continued on page 3)

You can view the entire Professional Negotiation Agreement Between Lyon County School District and the Lyon County Education Association on our website in two different formats, HTML with links to specific articles as well as an Adobe .pdf file. Here is a direct link to the negotiated agreement page:

<http://www.lcea-nv.org/na.html>

Violations of Nevada Law

The Lyon County School District and the Lyon County Education Association must abide by the Nevada Revised Statutes, specifically CHAPTER 288 - RELATIONS BETWEEN GOVERNMENTS AND PUBLIC EMPLOYEES. Here is a direct link to NRS – 288:

<http://www.leg.state.nv.us/nrs/NRS-288.html>

NRS – 288 covers negotiations and bargaining.

All Other School Districts in Nevada Are Doing Things Correctly

To the best of my knowledge, Lyon County is the only school district in the state of Nevada taking this illegal action against employees. In fact, six school districts have already settled their negotiated agreements without implementing any cuts or changes to their salary schedules. Included among these six districts are the two largest in the state of Nevada, Clark County and Washoe County.

Here Is What We Are Doing

- The Lyon County Education Association will be filing a grievance on the violations of our negotiated agreement.
- Working with the law firm hired by the Nevada State Education Association, the Dyer Lawrence Law Firm, an Unfair Labor Practice will be filed with the Employee Management Relations Board.

Here Is What You Can Do

- If you believe that you did not receive step increases or educational advancements you are entitled to, please send me copies of your August and September pay stubs. I will send these to the attorneys at the Dyer Lawrence law firm working on our legal case.

To fax the copies of the pay stubs use the following fax number:

928-752-7538

To email scanned copies of your pay stubs, please use the following email address:

lolo@loloville.com

Please let me know if you feel you are missing compensation for step increases and/or educational advancements.

(Continued on page 4)

- Attend school board meetings

The next school board meeting will be held on Tuesday, September 22, 2009 at 6:30 PM in the Silver Stage High School library in Silver Springs, Nevada.

I strongly encourage you to attend. If you wish to voice your concerns about recent events in the Lyon County School District there is an opportunity for public participation at each school board meeting.

Here is the description of this from the agenda:

"8. PUBLIC PARTICIPATION: Opportunity for Citizens to Address the Board (no action will be taken on any item until it is properly agendized). Items raised under this portion of the agenda cannot be deliberated or acted upon until the notice procedures of the open meeting law have been met. If you wish to speak on a matter not listed on the agenda, please step up to the front table, be seated, and clearly state your name and address. In consideration of others please avoid repetition. Your comments must be limited to no more than three minutes. Should you have more comments, you may submit them in writing to the Board Clerk. Comments directed to the Board as a whole, personal attacks, or slanderous remarks shall not be allowed."

Here are some helpful links to material related to board meetings:

Board Book:

<http://www.boardbook.org/apps/bbv2/public/index.cfm?memberkey=1000237>

9/22/09 Agenda Packet:

http://www.boardbook.org/apps/bbv2/public/detail_wrapper.cfm?MeetingKey=MjAwMzc3MzA%3D

By working together we will correct the harmful actions taken by the Lyon County School District.

Steve Fargan
President, Lyon County Education Association